



DEPARTMENT OF THE ARMY
ENGINEER RESEARCH AND DEVELOPMENT CENTER, CORPS OF ENGINEERS
WATERWAYS EXPERIMENT STATION, 3909 HALLS FERRY ROAD
VICKSBURG, MISSISSIPPI 39180-6199

REPLY TO
ATTENTION OF:

CEERD-ZA (690)

14 AUG 2001

MEMORANDUM FOR All U. S. Army Engineer Research and Development Center Employees

SUBJECT: ERDC Prevention of Sexual Harassment Policy

1. Sexual harassment, whether overt or furtive, will not be tolerated. It not only violates the basis for mutual respect among ERDC employees, IT IS ILLEGAL!
2. Any supervisor or employee, military or civilian, who uses or condones implicit or explicit sexual behavior to control, influence or affect the career, pay, or job of a civilian employee, military member or applicant is engaging in sexual harassment. Similarly, any military or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexually explicit nature is also engaging in sexual harassment. Additionally, gender-demeaning graphic material will not be displayed or distributed anywhere on ERDC premises.
3. Sexual advances, requests for sexual favors, and other verbal or physical conducts of a sexual nature, constitute sexual harassment when: (a) Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; (b) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting this person; or (c) such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.
4. I ask that any employee who feels sexually harassed inform the offender that such behavior is unwelcome and illegal. Personnel requiring confidential or objective advice should report all cases of sexual harassment to either their supervisor, the Equal Employment Opportunity Office (CEERD-EO), the USACE IG, or to me. Complaints will be processed in accordance with the Equal Employment Opportunity Commission Guidelines and AR 690-600, Discrimination Complaints Processing Manual.
5. This policy statement will be posted on all official bulletin boards, and will be provided to all current and newly assigned ERDC personnel.

/s/

JAMES R. HOUSTON, PhD
Director

DISTRIBUTION:

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Plus all Bulletin Boards